



22-Mar-22

BEEES AT WORK

EPISODE 22

The workplace as a School

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Saga Outline

1. **Introduction** 🌻
2. **Rationale, Philosophy and objectives of the saga** 🌻
3. **Before starting** 🌻
4. **The life of the bees at the hive** 🌻
5. **Why are bees crucial for human civilization?** 🌻
6. **Bees Swarm Intelligence** 🌻
7. **How Bees colonies make decisions** 🌻
8. **Bees living in a time of chaos** 🌻
9. **Honeybees' democracy by Thomas Seeley** 🌻
10. **The wisdom of bees applied to human societies** 🌻
11. **Homo sapiens history of work – Our past** 🌻
12. **How humans work now – Our present** 🌻
13. **The forthcoming of work – Our future?** 🌻
14. **How people dignify time by working** 🌻
15. **The meaningful work means happiness too.** 🌻
16. **Women in the workplace** 🌻
17. **What has changed at work with the NAIQIs?** 🌻
18. **Classification of workforce updated** 🌻
19. **The workplace as a school: The new Learning organization** 🌻 **TODAY**
20. **Skills of the halted workforce and consequences**
21. **Why the virtual office is not for all, but for some.**
22. **Figuring out a hybrid working model**
23. **Why are employees quitting?**
24. **Living to work? or working to live?**
25. **An appraisal to workforce and employment trends after the COVID19 Pandemic**
26. **Research agenda in terms of work for the next 10 years: Elements of a new state-of-the-art “working paradigm”**
27. **Summary and conclusions**

**The outline has
been modified
and updated**



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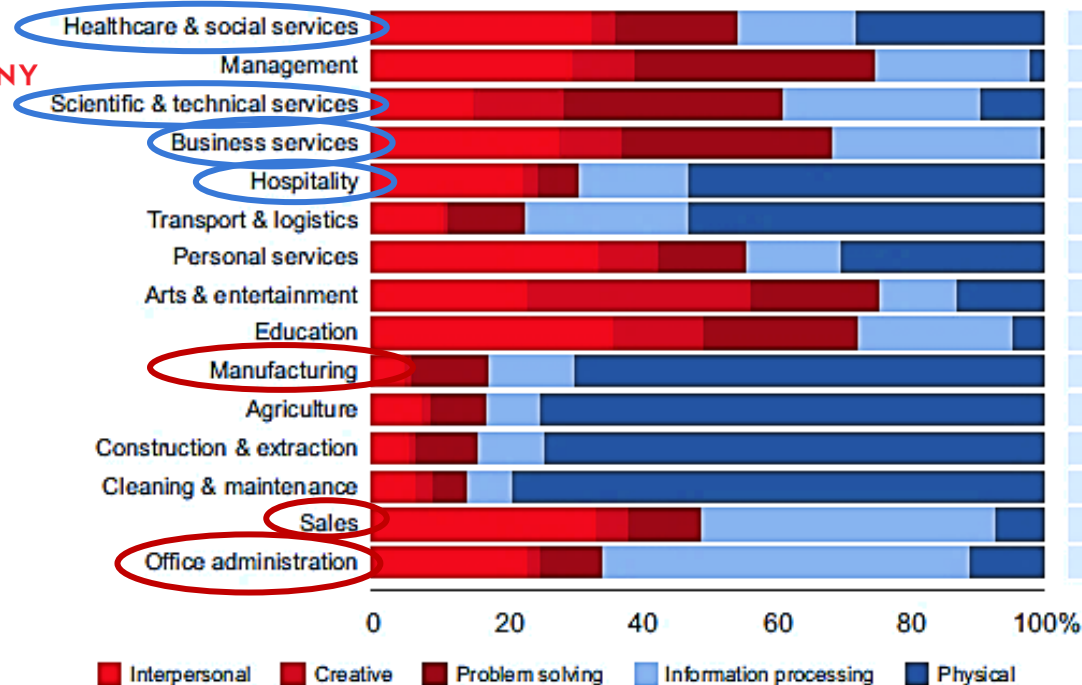


*The big picture of the workforce.
Classification of the future workforce after COVID-19*



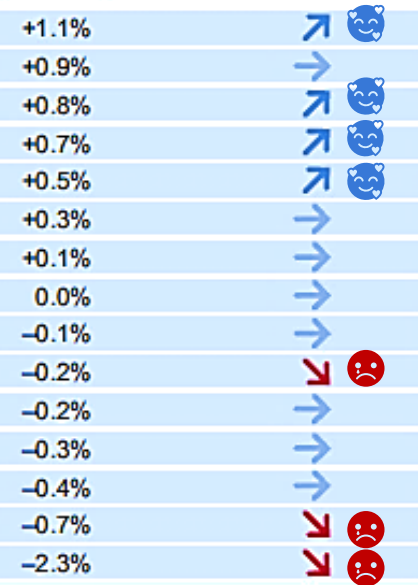
Year 2022

Occupation by activity type in US



Change in share of occupation mix (2010-19)

Forecasted share for 2030



Note: Activity mix based on scoring of 2,000 underlying activities across 900 occupations; activities are weighted based on the importance to each occupation

Sources: ONET; BLS; Bain analysis

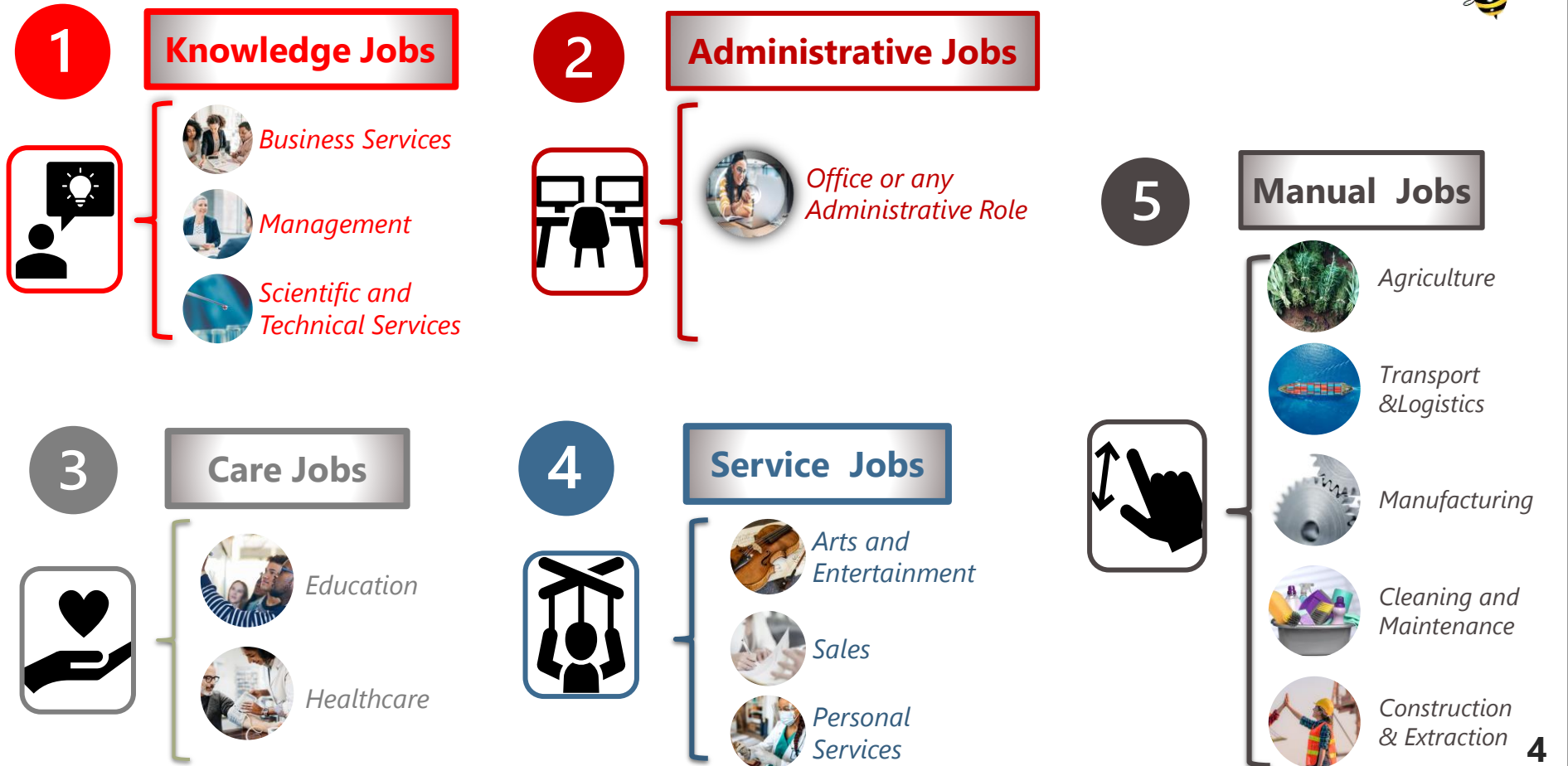
Source: <https://www.bain.com/insights/the-working-future-more-human-not-less-future-of-work-report>

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5 big work categories

Classification of the future workforce after COVID-19



Source: <https://www.bain.com/insights/the-working-future-more-human-not-less-future-of-work-report>

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The potential for digital work is primarily confined to white-collar workers. Specifically, to Knowledge and administrative jobs.



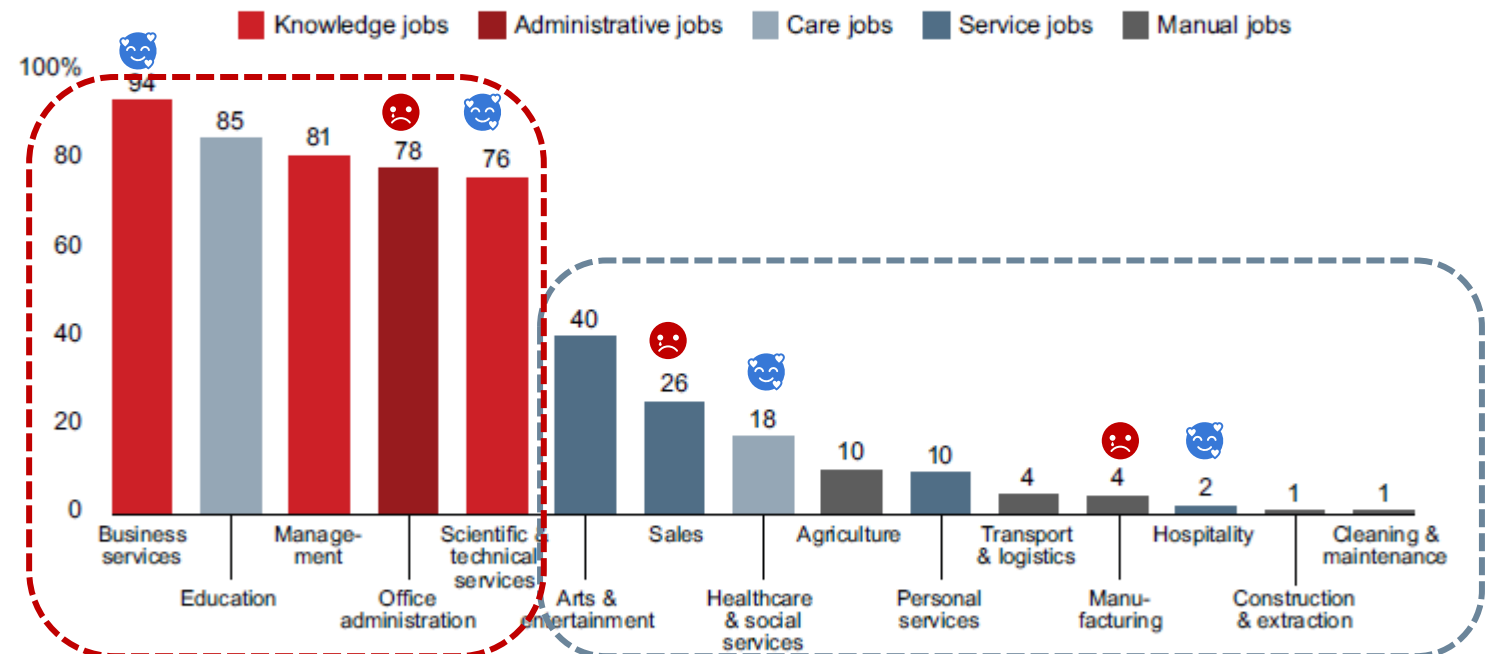
BAIN & COMPANY

Year 2022

- Jobs that will decrease for 2030: Manufacturing, Sales, Office administration
- Jobs that will increase for 2030: Hospitality, Healthcare and Social Services, Scientific and Tech Services, Business services

Figure 4.2: The potential for remote work is primarily confined to white-collar workers

Tasks that can technically be performed remotely by occupation



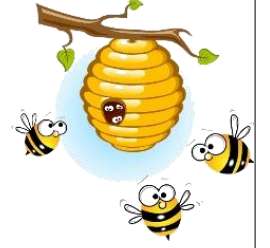
Notes: Remote work potential based on scoring of more than 2,000 underlying activities across approximately 900 occupations; activities are weighted based on the importance to each occupation
Sources: ONET-BLS; Bain analysis

Source: <https://www.bain.com/insights/the-working-future-more-human-not-less-future-of-work-report>



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What is the philosophy of workplace as a school?

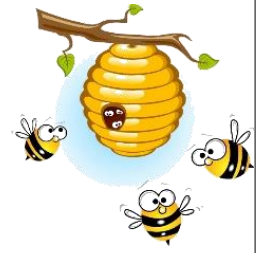
Shift of paradigm

From the working philosophy of producing goods and services for increasing shareholder value



To a working philosophy of helping people to find integral lifetime learning opportunities for attaining happiness

Ultimate outcome is the workforce well-being



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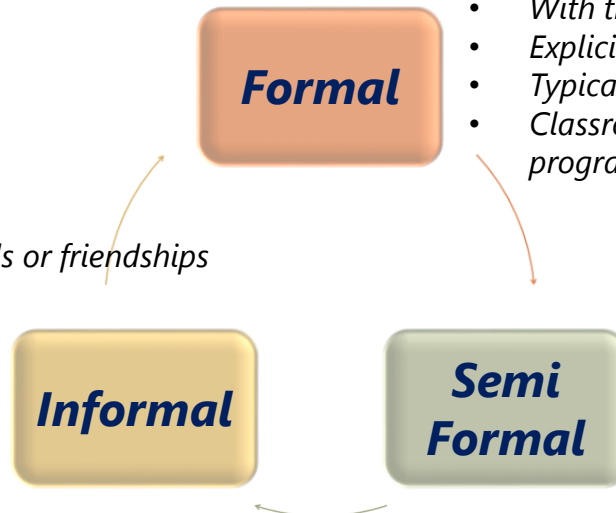
What is the workplace as a school?

What is a school?

The definition of a school as a learning organization is basically beyond the institution itself.

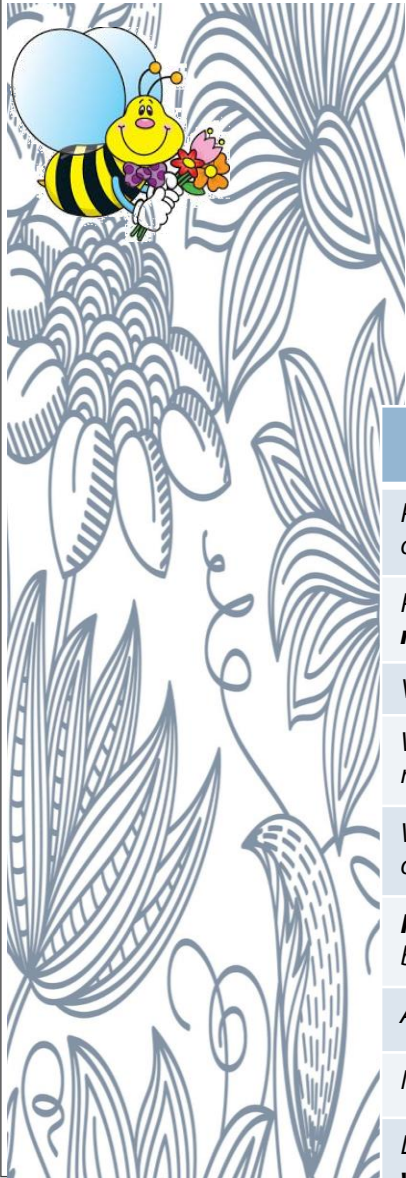
For Eleonora Escalante Strategy ***"a school is a life-time process of being educated in three multidimensional directions"***:

- Non-structured
- Informal interaction
- Work or home or travels or friendships based
- Tacit knowledge
- Totally experiential
- Not certified



- Learning occurs in an organized and structured environment
- With theoretical conceptual understanding
- Explicitly designed as a separate from work
- Typically leads to a diploma or certification.
- Classroom based, instructor lead, with a syllabus-based program

- Semi-structured
- Work-based
- Not explicitly designated as conceptual, but for practical knowledge
- Requires mentor
- Mostly not-certified
- Participative



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When looking at the workplace as a learning organization, we see the workplace as a school, where collective participation and community of practice is embedded.

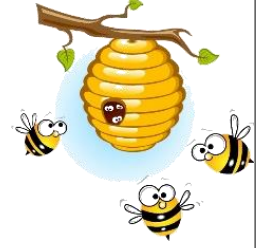
Each workplace can be classified as an **expansive** or **restrictive** learning environment.
In which type of workplace do you work?

Restrictive		Expansive
Participation restricted to immediate work team/area – boundary crossing discouraged	↗	Participation in open different communities of practice is encouraged – job/team boundaries can be crossed
Primary community of practice operates without reference to cumulative expertise	➔	Primary community of practice has shared 'participative memory'
Vision of Short-termism is getting the job done	↗	Vision of long-termism learning is career progression
Workers seen only as productive units – fast transition from newcomer/trainee to fully productive worker	➔	Recognition of and support for workers as learners – newcomers (including trainees) given time to become full members of the community
Workforce development used only to tailor individual capability to organizational goals	↗	Workforce development used as vehicle for aligning goals of the organization and of the individual
Polarized distribution of skills – knowledge/expertise regarded as being confined to key workers	➔	Skills widely distributed though workplace – multi-dimensional concept of expertise
All training on-the-job and limited to immediate job requirements	↗	Planned time off-the-job for reflection and deeper learning beyond immediate job requirements
Managers restricted to controlling workforce and meeting targets	➔	Managers given time to support workforce development and facilitate workplace learning
Discretion limited to key workers – no employee involvement in workplace decisions	↗	Workers given discretion to make judgements and contribute to decision-making



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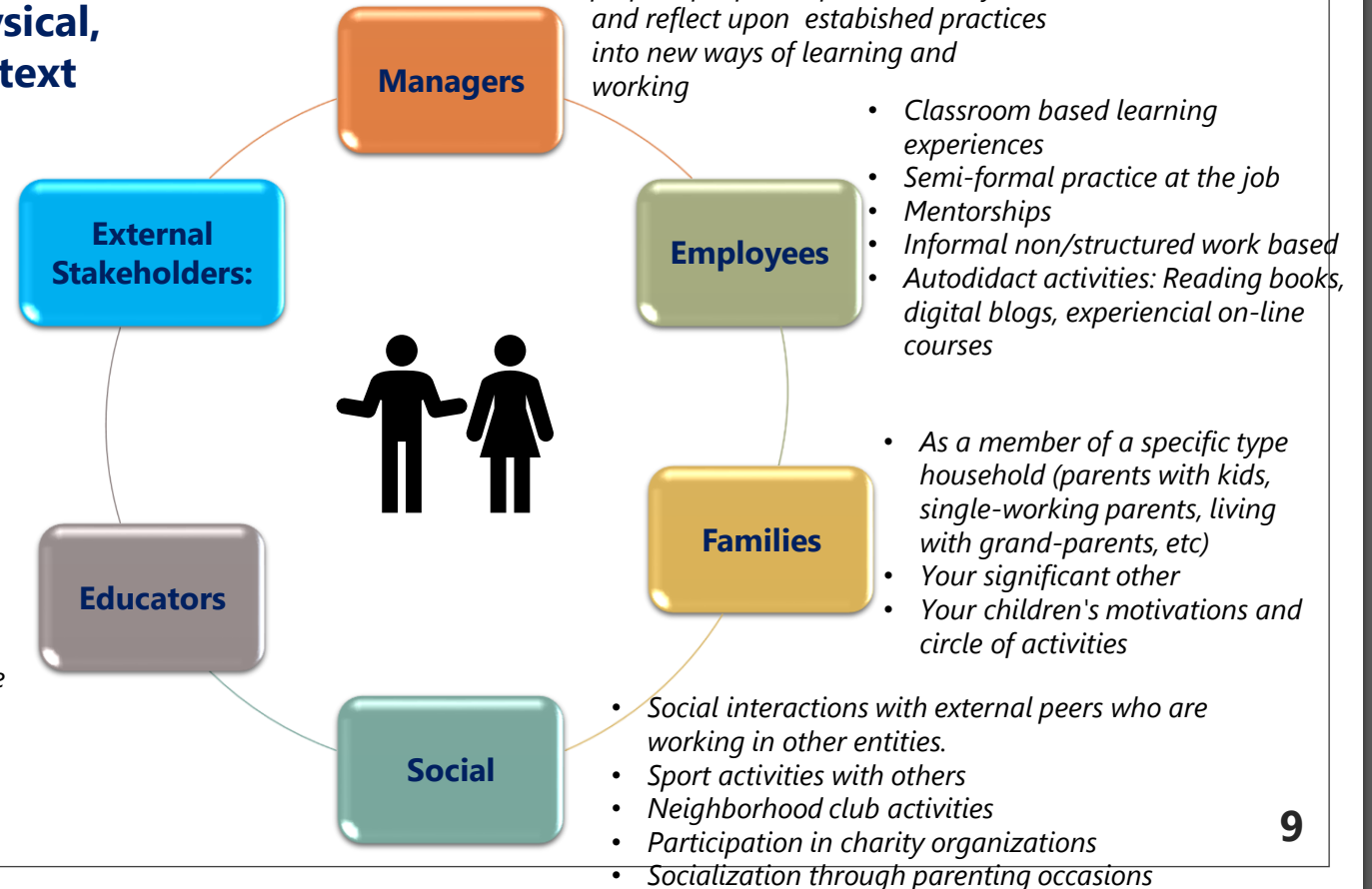


Who participates in the workplace as a school?

It depends on the learning territory that functions within a particular physical, social and cultural context

- Clients
- Suppliers
- Distributors

- Formal professors or instructors
- Network of executive in house trainers
- Other peers who teach inside the organization
- On line feedback





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The workplace as a school can be particularly designed for each and all the types of work.



Knowledge Jobs



Administrative Jobs



Care Jobs



Service Jobs



Manual Jobs

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